

Annual Report

2005/06

June 2006



First Peoples' Heritage, Language and Culture Council
(FPHLCC)

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Board Chair's Message

June 2006

Honourable Minister Tom Christensen
Minister of Aboriginal Relations and Reconciliation
PO Box 9042 STN Provincial Government, Victoria B.C. V8W 9E2

Dear Minister Christensen:

I am proud to step into the leadership role as Chair of the First Peoples' Heritage, Language and Culture Council and follow in the footsteps of previous First Nations cultural champions and innovators such as Chief Elmer Derrick, Chief Bill Cranmer and Chief Ron Ignace. I am writing to you to report on the collective work of the FPHLCC Board, management and staff in this annual report for the 2005/06 fiscal year. In this letter, I will highlight FPHLCC's financial position, accomplishments and challenges and comment on the future outlook for B.C.'s only province-wide First Nations cultural organization.

FPHLCC has taken a balanced approach to managing financial resources, ensuring the funding of community-based projects is a priority, while developing an administrative infrastructure which produces state-of-the-art cultural resources and ensures a high standard of project accountability. Our financial position is solid, and FPHLCC has successfully created additional revenue for province-wide projects through interagency cooperation.

Our accomplishments this past year include an expansion of arts and languages program resources, conference hosting, improved communications, and increased interagency partnerships. FPHLCC has expanded its repertoire of resources with the launching of the arts and languages tool kits. These tool kits better enable communities to apply for funding, research cultural revitalization strategies and develop projects and programs.

FPHLCC continues to engage in meaningful partnerships to strengthen Aboriginal language and culture revitalization. This year FPHLCC hosted an international languages conference (Stabilizing Indigenous Languages Symposium) with the University of Victoria. The conference was attended by 400 people from all over the world and B.C. language stakeholders were in the forefront, presenting their achievements. FPHLCC also hosted the National Aboriginal Art Funders of Canada conference and introduced the practice of cultural mapping to arts funders from across Canada.

Finally, we are very excited about a new partnership with the Ministry of Education to develop a map of B.C. First Nations languages using orthographies approved by our community partners. This map will be supported by a database of cultural and community information highlighting the diversity and richness of B.C. First Nations cultures and languages. The accomplishments of community champions, such as cultural experts, will be a key part of the database. This legacy project will be developed over the next several years to be ready for the 2008 Indigenous Games and the 2010 Olympics.



FPHLCC's key challenge is a formidable mandate and limited resources. In spite of increasing support from the Province of B.C., FPHLCC is unable to accomplish its mandate to ensure the preservation of B.C. First Nations languages, arts and cultures with present budget allocations. Our work to support First Nations languages is at a critical stage. We have a very tight window of opportunity. All of B.C.'s First Nations languages are "endangered" (with 1500 or less fluent speakers remaining). If we are to preserve our languages and cultural practices, we must act quickly. Our Elders are aging. Significant financial resources and capacity are needed immediately to meet this challenge.

B.C. Aboriginal language stakeholders have developed a strategic plan for language preservation, however the necessary resources to implement the plan are not in place. To ensure all languages are archived and new fluent speakers develop, it is estimated that at least \$32 million per year for the next 10 years will be needed. The federal government has not followed through on its 2002 commitment to distribute \$172 million for Aboriginal languages. Furthermore, B.C. does not receive a proportional share of federal funds which are available: although B.C. has 60% of all First Nations languages in Canada, we receive only 10% (\$232,000) of the national allocation of language funds. We urgently need to address this imbalance.

In spite of significant challenges, the Board and staff continue to maximize use of limited financial resources. The Board engaged in a strategic planning session this February with world-renowned cultural planner Robert Palmer. This two-day session set the tone for another ambitious year, as we focus on our goal of ensuring that every B.C. First Nations citizen has access to their language and culture for generations to come.

FPHLCC has received resolutions of support from the B.C. First Nations Leadership Council and from the Union of B.C. Indian Chiefs, who support our work to ensure no more B.C. First Nations languages become extinct. We are encouraged by the positive working environment and commitment to revitalize and preserve First Nations languages and cultures expressed by Premier Campbell in his vision of a "New Relationship" with B.C.'s First Peoples. This year, the Premier's First Citizens Forum topic of choice was First Nations languages. FPHLCC is appreciative of continued provincial government support and for the extra \$1 million announced by the Premier the day of the meeting.

Accountability Statement

The 2005/06 FPHLCC Annual Report was prepared under Board direction in accordance with the Budget Transparency and Accountability Act. The Board is accountable for the contents of the report, including the selection of performance measures and how the results have been reported. The information presented reflects the actual performance of the FPHLCC for the twelve months ended March 31, 2006. All significant decisions, events and identified risks as of May 16th, 2006 have been considered in preparing the report.

Sincerely,

Tyrone McNeill-Bobb
Chair, FPHLCC



Organization Overview

ENABLING LEGISLATION AND MANDATE

The FPHLCC is a unique provincial crown corporation. It was created by the B.C. government in 1990 to administer the First Peoples' Heritage, Language and Culture Program, with a mandate to:

- Provide funding to cultural and language programs
- Support and advise government on initiatives, programs and services related to First Nations heritage, language and culture
- Advise government on the preservation and fostering of First Nations languages and other aspects of cultural development of First Peoples throughout B.C.

OUR VISION AND MISSION

Our vision is one where "B.C. First Nations languages, cultures and arts are thriving, accessible and available to the First Nations of British Columbia, and the cultural knowledge expressed through First Nations languages, cultures and arts is recognized, valued and embraced by all citizens in B.C."

Our mission is to provide leadership in British Columbia for the revitalization of First Nations languages, culture and arts. Our role is to monitor the status of First Nations languages, cultures and arts, and to develop strategies which assist communities to recover and sustain their heritage. We serve our stakeholders by providing programs and initiatives for language revitalization and by providing arts and culture programs.

OUR ORGANIZATIONAL VALUES

Accountability: The Executive Director, Board and staff are directly accountable to our stakeholders and to First Nations in B.C.

Transparency: Program procedures and decisions will be open and transparent.

Results-based: Program delivery will be efficient and outcome-based.

Collaboration: Programs will be coordinated with other service providers and language groups to maximize benefits.

Integrity: All work will be done with an overriding focus on cultural integrity and honesty.

Inclusive: Language, art, and culture programs will be open to all qualified First Nations individuals and groups throughout B.C.



FPHLCC GOVERNANCE

Each of B.C.'s 24 Tribal Councils elects a representative to the FPHLCC Advisory Committee. Acting as liaisons, the Advisory Committee members relay information on FPHLCC programs and initiatives to their communities.

The Advisory Committee members elect nine representatives to the governing Board of Directors, and three representatives are appointed by the Ministry of Aboriginal Relations and Reconciliation from urban First Nations organizations, the First Nations business community, and the provincial government.

These members are appointed to two-year terms by the Minister of Aboriginal Relations and Reconciliation. In recognition of a collaborative working relationship with the First Nations Education Steering Committee (FNESC), a FNESC representative participates as an observer at meetings of the Board.

Functional responsibilities of the Board

- Accept the mandatory elements of the corporation
- Undertake work planning at the short, intermediate and long-term levels and adopt these plans by formal resolution
- Undertake budgetary planning consistent with the work plan outlined above, and accept these budgets by formal resolution
- Develop policy designed to achieve the goals outlined in the planning processes outlined above
- Assess and evaluate performance of the corporation in light of the planning outlined above

- Modify and/or adopt plans to meet routine demands of the corporation
- Retain and manage the relationship with the Executive Director
- Record faithfully for the corporate record any minutes of their meetings
- Report back to the Advisory Committee at the AGM and report back to respective Tribal Councils

Legal Responsibilities of the Board

- Ensure that decisions are consistent with the FPHLCC Act, the guidelines and the bylaws
- Ensure that all decisions are lawful
- Ensure that all decisions are made in the best interest of the corporation

Executive Council Members

Tyrone McNeil-Bobb, Chair
Chief Jacob McKay, Vice-Chair
Pauline Terbasket, Treasurer
Keith Matthew, Secretary

Council Members

Chief Elmer Derrick
Violet Gellenbeck
John Haugen
Dan Smith
Lois Rullin
Edna Nyce (urban representative)
John Elliott (recognized observer/FNESC representative)



FPHLCC STAKEHOLDERS

- B.C. First Nations communities
- B.C. First Nations artists
- B.C. First Nations urban organizations
- Ministry of Aboriginal Relations and Reconciliation
- BC Arts Council
- Department of Canadian Heritage

FPHLCC KEY PARTNERS

- First Peoples' Cultural Foundation
- B.C. Arts Now
- Canada Council
- First Nations Education Steering Committee (FNESC)
- University of Victoria
- Vancouver Opera
- B.C. Caucus of Cultural Centres
- B.C. Aboriginal Head Start Program

FPHLCC SERVES

- 198 B.C. First Nations
- 24 Tribal Councils
- 70+ language dialects
- First Nations arts and culture organizations
- Aboriginal education organizations
- Aboriginal artists

PROGRAMS DELIVERED BY FPHLCC

The BC Language Initiative (BCLI) — Provincial / \$600,000 annually

Funded through the First Citizens Fund. Supports projects to revitalize B.C. First Nations languages through documentation, language classes, immersion programs, material and curriculum development and promotion. First Nations communities and organizations are eligible to submit proposals.

The Aboriginal Languages Initiative (ALI) — Federal / \$200,000 annually to B.C.*

Funded by the Department of Canadian Heritage. Funds are distributed through the Assembly of First Nations and then to provincial and territorial delivery organizations. Funds support community and regional projects which maintain, revitalize and promote Aboriginal languages.

NOTE: *This federal program ends in 2005/06. FPHLCC has administered ALI's approximately \$232,000 annual allocation for B.C. (2005/06). We anticipate a replacement program which will continue to provide federal funding for Aboriginal languages, however there are no details available at this time.*

The Aboriginal Arts Development Awards Program (AADA)—Provincial; available funds varies—\$270,000 for 2006 (made possible through a partnership with the BC Arts Council). This year, funds are being distributed to projects that support the creative or professional development of emerging Aboriginal artists and/or the sharing of traditional arts skills and knowledge, and are focused on arts organizations.

Report on Performance 2005/06



GOAL 1

Help Aboriginal communities in British Columbia realize their visions for the revitalization of arts, culture and languages

Strategy 1

Provide Arts program funding for Aboriginal artists, communities and organizations

Targets and Results

- 1 Receive 90 applications.
Result: Received 88 proposals.
- 2 Support 140 artists
Result: 150 artists supported (19 individuals and 14 groups)
- 3 Implement five recommendations from the Aboriginal Arts Development Review.
Result: Target met: (1) increased funding for individuals and artists, (2) increased funding to organizations, (3) began outreach to rural areas to ensure rural artists benefit from the program, (4) shared Best Practices and cultural mapping training at the National Arts Funders gathering in Penticton, including production and national distribution of a report of the meeting, (5) created Aboriginal Arts Administrators list serve to share ideas and Best Practices and to continue the work of the NAAF conference.
- 4 Hold five capacity-building activities for artists and arts organizations.
Result: Target met: (1) Hired outreach worker, (2) Assisted with Peer Review Committee for Arts Now Canada Council, (3) Revised materials for Arts Toolkit online, (4) updated professional development tools on portfolio development, proposal writing and more, and (5) Flying Eagle proposal successful—building capacity as an organization.



Strategy 2

Provide language program funding for Aboriginal communities and organizations in British Columbia

Targets and Results

- 1 Receive 90 applications.
Result: Received 96 applications—18 from first-time applicants.
- 2 35% of B.C. Aboriginal communities engaged in language and culture revitalization.
Result: Exceeded target, with 48% engaged in language programming.
- 3 Increase in the total number of learners benefiting from projects.
Result: Target met; increase of 638 learners, to 9,645 (from 9,007).
Note: this statistic does not include learners in public schools, universities or First Nations schools.
- 4 25% of B.C. First Nations languages accessible to First Nations membership.
Result: Target exceeded; 40% of B.C. First Nations languages accessible; 13 of 32 languages with online archives. Schools have access to many of the resources.

Strategy 3

Provide community development tools, resources and support to assist Aboriginal communities in developing long-term plans for sustainable cultural revitalization

Targets and Results

- 1 10% increase over 2004/05 in number of FPHLCC arts and language tools and resources. *Result:* Target exceeded; from 15 resources to 200+ online resources; languages Toolkit launched, with over 100 resources; language map created; booklet on immersion distributed; new guidelines and How-to booklet.
- 2 30% of resource evaluations returned. *Result:* 100% returned; resource evaluation feedback received from 96 needs assessments returned.
- 3 1,000 hits on toolkit website. *Result:* Target exceeded; 14,777 hits in March alone.



GOAL 2

Secure sustainable and stable funding for the revitalization of Aboriginal arts, cultures and languages in B.C.

Strategy 1

Continue to seek opportunities for leverage funding for arts, language and cultural initiatives

Targets and Results

- 1 Develop 15 proposals to increase FPHLCC budget for projects.
Result: 17 proposals developed, resulting in significant increases in revenue—70% increase in arts funding, from \$150,000 to \$400,000; 15% increase in language funding.

Strategy 2

Initiate opportunities to cost-share on initiatives and projects that benefit Aboriginal communities and maximize resources with stakeholders and communities of interest

Targets and Results

- 1 15% of FPHLCC resource and development projects cost-shared with partners. *Result:* Target met at 15%; projects with University of Victoria (CURA, SILS) and the Ministry of Education.



GOAL 3

Raise the profile of FPHLCC as an organization with information services and expertise in Aboriginal heritage, language, arts and culture

Strategy 1

Research and collect data to reflect current state of Aboriginal languages and cultures in B.C.

Target and Results

- 1 30% of Aboriginal communities involved in assessing their needs for language and culture revitalization. *Result:* 65% of communities represented in Needs Assessment process; assessment of language program completed by independent consultant.

Strategy 2

Increase provincial government familiarity with FPHLCC as the go-to organization in B.C. for information, services and advice related to Aboriginal arts, languages and culture

Target and Results

- 1 Participate in four meetings or info sessions with B.C. provincial departments. *Result:* Target met; meetings with Ministry of Education, Ministry of Aboriginal Relations and Reconciliation, Ministry of Children and Family Development, Royal B.C. Museum.

Strategy 3

Increase familiarity among First Nations communities, organizations and regional Aboriginal governance representatives with FPHLCC as the go-to organization (see Strategy 2).

Target and Results

- 1 Four information sharing meetings, quarterly updates through newsletter. *Result:* Target met. Two presentations to AFN and Leadership Council—Leadership Council passed resolution of support for FPHLCC; meetings with Aboriginal Participation Committee for 2010 Olympics, Department of Indian Affairs, BC First Nations Head Start; participation at Head Start, FNESC and Elders' Conference; distribution of 1600 newsletters; quarterly information mailouts.



GOAL 4

Further develop FPHLCC as a strategic, results-based organization that continually reviews and improves business line processes

Strategy 1

Incorporate professional administrative practices which continually evaluate and improve business line processes

Target and Results

- 1** 10% increase over 2004/05 in number of project reports complete on due date.
Result: 15% increase. Only 10/105 community reports overdue this fiscal.
- 2** Client feedback rates FPHLCC program administration as improved 20% over 2004/05. *Result:* Target met; 25% improvement in project administration. Data collected from advisory committee feedback, Peer Review Committees, and project reporting. Key areas of improvement noted were: application tutorials, website improvement, and assistance with language planning.
- 3** Turn-around time for funding agreements reporting reduced by 20% over 2004/05.
Result: Target met internally; funding agreements out to communities 20% more quickly. Summer break time an issue; some communities take longer to return funding agreements.

Note: Throughout this Report on Performance, 2004/05 targets are not included. Targets have been updated and are therefore no longer comparable.



ADDITIONAL ACHIEVEMENTS NOT SPECIFICALLY LINKED TO 2004/05 GOALS

Support to outside agencies:

- BC Experience
- Department of Canadian Heritage, Traditional Knowledge Conference
- Vancouver Opera
- Enquiries from B.C. public and from researchers (600 enquiries)
- Ministry of Aboriginal Relationships and Reconciliation—First Citizens Forum on education and language

Participation/presentations at international conferences:

- New Zealand, education conference
- International Aboriginal Language Conference, Japan
- World International Information Technology Forum (WITFOR)

FPHLCC PARTNERSHIPS

FPHLCC places great importance on working cooperatively with cultural stakeholders in B.C. to move the First Nations cultural agenda forward. FPHLCC also works with national and international Indigenous stakeholders to ensure that BC First Nations have access to the best practices and information in cultural revitalization.

University of Victoria

The First Peoples' Cultural Foundation and FPHLCC began a collaborative project with the University of Victoria and the Hul'qumi'num and SEN•chO•thEN language groups during 2003-04. The University spearheads the project with funding support through the Community University Research Alliance (CURA). This year, UVic and FPHLCC co-hosted the Stabilizing Indigenous Languages Symposium, which brought together indigenous languages stakeholders from all over the world.

First Nations Education Steering Committee (FNESC)

FPHLCC meets with the FNESC language subcommittee on a regular basis. FPHLCC and the languages subcommittee have drafted a province-wide language plan over the last two fiscal years. This Strategic Plan outlines the work necessary to ensure B.C.'s original languages continue to be accessible to future generations.

BC Arts Council

For 10 years the BC Arts Council has supported Aboriginal artists through the AADA program in partnership with FPHLCC—a partnership that is unique in Canada, with FPHLCC the longest running partner. The BCAC and FPHLCC share expertise across programs to ensure First Nations have access



to arts and arts organizations funding beyond the AADA program.

National Aboriginal Arts Funders (NAAF)

The FPHLCC Arts Program hosted the NAAF Gathering in September 2005 at the En'owkin Centre in Penticton. Arts funders from across Canada came together to share best practices and to learn methods of cultural mapping. The Canada Council and NAAF collective were our funding partners for this event.

B.C. Elders Conference

FPHLCC and FPCF staff participated in the 29th annual Elders' Gathering in Prince George this past year. Staff set up a booth to provide information about the organization, programs and funding available, and shared information on other resources and opportunities for language revitalization. Not only was it a great opportunity to learn from Elders, staff were also able to meet with people from the communities and talk about their language, arts and cultural activities. These interactions are critical for our staff in order to learn more about the communities they are meant to serve and to ensure ongoing organizational success.

Vancouver Opera

Vancouver Opera is currently working on a production of Mozart's mythic masterpiece "The Magic Flute" for early 2007. While honoring Mozart's original vision, Vancouver Opera intends to interpret the story in a new way, infused with an Aboriginal artistic sensibility that will have special resonance here in British Columbia. Vancouver Opera requested assistance from FPHLCC. There have been many opportunities created for First Nations artists to participate on the project. Six mentorship positions have been established, First Nations artists are involved in set and costume

design, and language stakeholders have been consulted to incorporate key phrases into the text of the opera. A travelling version of the opera will be available to go to First Nations schools and Vancouver Opera continues to recruit First Nation singers to participate in the production.

B.C. First Nations Head Start Program

The BCFNHS program (Health Canada) committed \$36,000 to the continuation of the *FirstVoices* Kids project, which includes a series of exciting new language resources designed especially for preschoolers. This year, the team designed all-new *FirstVoices* Kids games which combine simple visual prompts with the rich audio content of the *FirstVoices* database, to provide young learners with a user-friendly interface and easy access to their languages.



VARIATIONS FROM THE SERVICE PLAN

There have been no significant variations from the Service Plan. The partnerships continue to grow with other language stakeholders, who contribute financially. One small—and positive—variation was obtaining additional funds from the Ministry of Education and an increase in our arts allocation to put towards projects such as the B.C. First Nations Language Map and database project.

We did not expend resources set aside for the FPHLCC office move; it was postponed due to unforeseeable circumstances.

KEY CHALLENGES

- **An extremely limited window of opportunity for effective action.**
Due to the rapid decline in the number of fluent speakers of First Nations languages in B.C., this is the most critical and urgent challenge facing our organization. For example, in the X_aadaa Kil language, only 30 fluent speakers remain, and their average age is 78 years.
- **Quantity and diversity of First Nations languages and cultures in B.C.**
We have 40 distinct First Nations languages in our province (compared to 53 First Nations languages in all of Canada's other provinces and territories combined). There are thousands of endangered cultural practices and traditional art forms unique to British Columbia and found nowhere else in the world.
- **Insufficient funding to meet urgent needs for language and cultural**

revitalization at local, language group, and provincial levels. From 2000 - 2005, FPHLCC received requests for \$10 million in funding, but had only \$4 million to disburse.

- **Inequities in allocation of federal funding for Aboriginal language initiatives.** B.C. has 60% of Canada's First Nations languages, but to date has received only 10% of total national funding.
- **Other high-priority needs in First Nations communities, and limited resources.** Socio-economic issues such as health, education, employment, training, housing and treaty issues compete with culture and language for limited human and financial resources.
- **Increasing demands on FPHLCC staff and programs.** Expectations are high and being able to maintain acceptable service levels is an ongoing challenge. A second, ongoing challenge is how to balance the needs for provincial administrative infrastructure and the need to distribute funds directly to communities.

KEY OPPORTUNITIES

- **Use of technology for recording and preserving cultural and language knowledge.** Increased usability and availability of technology (especially computers, software, and the internet) has made recording and archiving of cultural knowledge accessible and efficient for even the smallest of communities. The internet makes it possible to share cultural knowledge with community members, even if they are geographically distant.



- **Increasing numbers of First Nations individuals and organizations with skills and experience in First Nations arts, language and culture revitalization who can provide role models, leadership and technical expertise.** These individuals and organizations are our partners and can lead and support cultural and language revitalization in their communities.
- **A positive working environment for collaboration between First Nations and the B.C. government.** Premier Campbell's declared firm commitment to work with B.C. First Nations to revitalize culture and preserve languages encourages an atmosphere of trust and cooperation—the foundation for successful joint action.
- **Possibilities for increased collaboration and partnerships with diverse stakeholders and partners.** FPHLCC has the experience and skills to facilitate cooperation and coordination of the many stakeholders and partners, and to provide leadership for developing long-term and comprehensive strategies for B.C. First Nations culture and language revitalization.
- **The 2010 Olympics.** There is great potential for the First Nations Olympic Participation Committee to support First Nations arts, culture and language initiatives in order to feature and celebrate the diversity of B.C.'s First Peoples to a worldwide audience during the Olympic Games. There is a further opportunity for FPHLCC to support legacies created by the games long after the games are over.
- **Potential to lead at national and international levels by modeling innovation and best practices in culture**

and language revitalization through continued reflection and analysis on past efforts, and through actively seeking strategic partnerships and conceiving of and delivering effective programs and resources.

KEY ASSUMPTIONS

- (1) The B.C. government will continue to support FPHLCC and its work.
- (2) The federal government will continue to fund a national Aboriginal language program.
- (3) The BC Arts Council will continue to support AADA.

FUTURE OUTLOOK

As FPHLCC's profile grows, so does the demand for staff support and community-based resources. FPHLCC is a small organization with a very large mandate. Our ability to meet opportunities is limited by our capacity.

While a number of opportunities exist, increased funding is urgently needed to meet identified needs within the short window of time available for effective action. This is especially true for language preservation and revitalization, which is dependent on a knowledge transfer from Elders, who are ageing and will very soon be no longer with us. Already eight of B.C.'s 40 First Nations languages are extinct—there are no remaining fluent speakers. The other 32 languages are endangered and time is running out.



PERFORMANCE MANAGEMENT AND REPORTING SYSTEMS

FPHLCC employs a number of strategies and tools to measure performance and to provide feedback on service delivery. These include:

Formal Program Reviews

Conducted by independent experts, using data collected from program applicants, needs assessments, focus groups, individual applicant interviews, Peer Review Committee recommendations and interviews and review of PRC process. The Board policy review committee reviews the Board policy annually.

Ongoing Feedback From FPHLCC Advisory Committee

Advisory Committee representatives from all B.C. Tribal Councils, and a representative from the FNESC meet at FPHLCC's Annual General Meeting. The Board of Directors present the FPHLCC Annual Report and the Advisory Committee members provide feedback on the administration and delivery of FPHLCC programs in their territories. The Advisory Committee also advises the Board on policy development.

Collection and Analysis of Statistics on Client Use of Services

FPHLCC collects statistics to evaluate usage and effectiveness of programming. These include funding application statistics, needs assessments, web site hits, and documentation of contacts and referrals by staff.

Focus Groups

FPHLCC seeks input from focus groups to provide feedback on new resources and on service delivery.

Online Data Collection

FPHLCC tracks usage and collects feedback online through website hits, forums and blogs. A Map of B.C. First Nations Languages in development will house data on language group statistics by 2007.

Annual Performance Reviews

The FPHLCC Board reports to the FPHLCC Advisory Committee at the AGM and gathers feedback. Management and staff undergo an annual formal review process and there is an annual Board evaluation process.



Alignment with Government's Strategic Plan

FPHLCC aligns with the Government's goals to:

- Make B.C. the best educated, most literate jurisdiction on the continent
- Lead the way in North America in healthy living and physical fitness
- Build the best system of support in Canada for persons with disabilities, special needs, children at risk and seniors
- Lead the world in sustainable environmental management, with the best air and water quality and the best fisheries management, bar none
- Create more jobs per capita than anywhere else in Canada

FPHLCC contributes to the Government's goals by:

- Promoting and supporting fluency and literacy in First Nations languages
- Promoting the connection between cultural recovery and the ability for rejuvenated communities to reclaim their financial and social independence, leading to new jobs and growth and to improved quality of life
- Revitalizing First Nations community languages and culture, which leads to community healing and improved support systems for families, resulting in a better quality of life, including educational opportunities and development of special skills through improved literacy, use of IT and e-learning
- Complementing sustainable land management involving First Nations territories through integration of language, culture and land-based knowledge



The Best Place on Earth



Financial Report

REPORT OF MANAGEMENT RESPONSIBILITY

First Peoples' Heritage, Language and Culture Council

Audited Financial Statements

For the year ending March 31, 2006

Management's Responsibility for Financial Reporting

The financial statements of the First Peoples' Heritage, Language and Culture Council have been prepared by management in accordance with accepted Canadian accounting principles. The financial statements present fairly the financial position of the company as at March 31, 2006 and the results of its operations and the changes in its financial position for the year then ended.

Management is responsible for the integrity of the financial statements and has established systems of internal control to provide reasonable assurance that assets are safeguarded, transactions are properly authorized and financial records are properly maintained to facilitate the preparation of reliable financial statements in a timely manner.

Grant Thornton has performed an independent audit of the First Peoples' Heritage, Language and Culture Council. The Auditor's report outlines the scope of this independent audit and expresses an opinion of the financial statements of the First Peoples' Heritage, Language and Culture Council.

Tracey Herbert
Executive Director, FPHLCC

Note: Auditor's report appended to the end of this annual report.



	BUDGET 05/06	ACTUAL 05/06	BUDGET 04/05	ACTUAL 04/05
Total Revenue	\$1,350,000	\$1,769,948	\$1,569,000	\$1,561,171
Total Expenditures	\$1,350,000	\$1,629,932	\$1,569,000	\$1,458,805
Net Revenue	-	\$140,016	-	\$102,366
Opening Surplus	-	\$237,321	-	\$134,955
Closing Surplus	-	\$377,337	-	\$237,321

Note: The First Peoples' Heritage, Language and Culture Council received a special grant of \$1 million from the Province of British Columbia on March 31, 2006. The grant was deposited to the accounts of the Council in April 2006 and will be shown on the financial statements of the Council for the 2006/07 fiscal year.



APPENDIX A: GRANT RECIPIENTS

Aboriginal Arts Development Award (AADA)

Alcock, Arlette	\$5,000.00
Bresser, Ryan	\$4,900.00
Campbell, Nicola	\$5,000.00
Edenshaw, Derek	\$5,000.00
Maier, Nikki	\$5,000.00
McKay, Mary	\$3,900.00
Olsen, Karen	\$4,000.00
Sinclair, Kristi	\$5,000.00
Sparrow, Quelemia	\$4,000.00
Todd, Kamala	\$5,000.00
Ness, Arlene	\$1,500.00
Davis, Lori	\$5,000.00
Paul, Dionne	\$5,000.00
Paull, Bertha	\$5,000.00
Deck, Jared	\$3,000.00
Baker, Marcella	\$5,000.00
Bell, Lucille	\$4,000.00
Edgars, Miles	\$5,000.00
Evans, Tasha	\$5,000.00
Anisalaga Weaving Group	\$11,800.00
Haida Heritage and Repatriation Society	\$7,500.00
My Girl (Aboriginal Women's Ensemble)	\$10,000.00
Nihyaw Language and Culture Society	\$8,500.00
R.E.D. Road Engine Dreams Band/Collective	\$9,600.00
Vancouver Metis Community Association	\$3,000.00
Indigenous Arts Services Organization	\$25,000.00
Full Circle: First Nations Performance Society	\$25,000.00
Compagnie V'ni Dansi Society	\$10,000.00
Gitlakdamix Ceremonial Dancers	\$10,000.00
Gitksan All Clan Dancers	\$9,300.00
urban ink productions society	\$23,600.00
Knowledgeable Aboriginal Youth Association	\$21,400.00
Xa:ytem	\$10,000.00

33 projects in total

\$270,000

B.C. Language Initiative (BCLI)

Upper Starmic Language, Culture and Education Society	\$21,735
Skidigate Haida Immersion Program	\$21,735
Seton Lake Band	\$10,891
Gitmagmak'ay Nisga'a PR/PE Society	\$7,250
Hupacasath First Nation	\$24,938
Wet'suwet'en First Nation	\$15,600
Nun'wa'kola Cultural Society	\$20,900
Tellqelmucw Secwepemc Heritage Society	\$10,080
Tseycum First Nation	\$22,034
McLeod Lake Tse'kene Elders Society	\$5,723
Kitsumkalum Band Council	\$15,740
Taku River Tlingit First Nation	\$17,438
Gitksan Wet'suwet'en Education Society	\$23,980
Wilp Wilgooskwhl Nisga'a	\$17,804
En'owkin Centre	\$24,675
Splatsin Child Care Society	\$16,527
Secwepemc Cultural Education Society	\$22,744
Ucwalmicw Centre Society	\$14,121
Kwadacha Education Society	\$21,958
Tsilhqot'in National Government	\$18,165
Metlakatla Band Council	\$16,013
Kwantlen First Nation	\$12,968
Klahoose First Nation	\$19,152
Okanagan Indian Band	\$14,385
Westbank First Nation	\$13,024
N'Quatqua Band	\$19,900
Nicola Tribal Council	\$24,759
The Haisla Education & Learning Society	\$13,902
Gwawaenuk Tribe	\$19,688
Laxgalts'ap Village Government	\$23,147
Sto:lo Nation	\$18,688
Musqueam Language and Culture Program	\$22,667
Simpew First Nation	\$16,500
Carrier Sekani Tribal Council	\$11,500

35 projects in total

\$599,911

Aboriginal Languages Initiative (ALI)

Saanich Native Heritage Society	\$9,248
Chemainus First Nation	\$9,500
Chief Atahm School, Adams Lake Band	\$10,000
The Tsimshian Tribal Council	\$10,000
Ulkatcho First Nation, Nagwunt'loo School	\$10,000
Nuxalk Nation	\$10,000
Nlaka'pamux Nation Tribal Council	\$10,000
Homalco Indian Band	\$6,500
Wilp Wilgooskwhl Nisga'a Society (W'WN)	\$6,000
Upper Starmic Language, Culture & Education Society	\$8,600
Secwepemc Cultural Education Society	\$10,000

Gitksan Wet'suwet'en Education Society	\$9,572
Saanich Indian School Board	\$9,800
Quw'utsun Syuw'entst Lelum'	\$10,000
Nicola Tribal Association	\$10,000
Haida Restorative Justice Program	\$12,000
Wuikinuxw Nation	\$10,000
Ooknankane Friendship Center	\$10,000
Nuxalk Education Society	\$10,000
Simpew Tsepteckwll & Research Society	\$6,500
Office of the Wet'suwet'en	\$10,000
New Aiyansh Village Government	\$11,400

22 projects in total

\$209,120



APPENDIX B: PEER REVIEW COMMITTEES

All proposals submitted to FPHLCC programs are handled with strict confidentiality by professional staff. Program Coordinators conduct initial preliminary reviews and communicate with applicants about their proposals in preparation for evaluation. Committees composed of established Aboriginal experts are convened to thoroughly and fairly review, discuss and evaluate all proposals. The Peer Review Committees make final recommendations for funding.

Peer Review Committee 2005, Language Programs

Jury of established language and education stakeholders with expertise in language revitalization.

Wendy Gallic (Tsheshaht)—Board member
Brian Matthew (North Thompson)—Teacher
David Rattray (Tahltan)—Education
Phillip Stewart (Gitxsan/Nisga'a)—Technology
Barbara Sennot (Gitxsan)—Elder Language Instructor, Urban

Adjudication Committee 2005, Aboriginal Arts Development Awards

Jury of established Aboriginal artists and cultural workers with the required expertise met to evaluate proposals March 13 - 17, 2005.

Brenda Crabtree (Sto:lo and Nlaka'pamux)—traditional art practices/education/administration
Vince Collinson (Haida)—culture/community/administration/multidisciplinary knowledge
Deborah Hoggan (Cree)—knowledge of many arts organizations/administration/planning
France Trepénier (Algankan Metis)—administration/visual/curatorial/media
Art Napoleon (Cree)—musician/language speaker and teacher



APPENDIX C: ABORIGINAL LANGUAGES IN B.C.

LANGUAGE FAMILY

Language Group—English Name Language Group—Own Name(s)

ALGONQUIAN

Plains Cree *Nēhiyawēwin*
Salteau *Anishnaubemowin*

DENE (ATHAPASKAN)

Carrier *Dakelh (C̥ʰ)*
Babine-Witsuwit'en *Witsuwit'en*
 Nedut'en
Chilcotin *Tsilhqot'in*
Sekani *Tse'khene*
Beaver *Dane-Zaa (C̥ʰ ʌ)*
Slavey *Dene Tha (U̯ ʌ)*
Kaska *Danezāgē'*
Tahltan *Tāltān*
Nicola *(none recorded)*
Tsetsaut *Wetalh*
Tagish *Den k'e*

INTERIOR SALISH

Lillooet *St'át'imc*
Shushwap *Secwepemc*
Thompson *Nteʔkepmxcín*
Okanagan *Nsyilxcən*

KTUNAXA

Kootenay *Ktunaxa*

NUXALK

Bella Coola *Nuxalk*



SALISHAN (COAST)

Sechelt	<i>She shashishalhem</i>
Squamish	<i>Skwxwú7mesh sníchim</i>
Comox-Sliammon	<i>Éy7á7juuthem</i>
Pentlatch	<i>Pəntl'áč</i>
Halkomelem	<i>Hul'q'umi'num'</i> <i>Hənqəminəm</i> <i>Stó:lō Halq'eméylem</i>
Northern Straits	<i>T'Sou-ke</i> <i>Lekwungen</i> <i>SENĆOŦEN</i> <i>Semiahmoo</i> <i>Malchosen</i>

TLINGIT

Tlingit	<i>Lingít</i>
Inland Tlingit	<i>Łingít</i>

TSIMSHIANIC

Coast Tsimshian	<i>Sməlgəyax</i>
Southern Tsimshian (Klemtu)	<i>Ski:xs</i>
Nisga'a	<i>Nisga'a</i>
Gitksan	<i>Gitsenimx</i>

WAKASHAN

Kwakw'ala	<i>Kwak'wala</i>
Haisla	<i>ᖯa'islaᖯala (Kitimaat)</i> <i>ᖯenaksialaᖯala (Kitlope)</i>
Heiltsuk	<i>Hailhzaqvla</i>
Oowekeno	<i>Oowekyala</i>
Nootka	<i>Nuučaanut</i>
Nitinat	<i>Diitiidʔaatx</i>

XAAYDAA KIL

Haida	<i>Xaaydaa Kil</i>
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First Peoples' Heritage, Language and Culture Council

Financial Statements

March 31, 2006

Grant Thornton 

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Grant Thornton LLP
Chartered Accountants
Management Consultants

Auditors' Report

To the Minister of Aboriginal Relations and Reconciliation, Province of British Columbia
To the Members of the Board of First Peoples' Heritage, Language and Culture Council

We have audited the statement of financial position of First Peoples' Heritage, Language and Culture Council as at March 31, 2006 and the statements of operations and surplus and cash flows for the year then ended. These financial statements are the responsibility of the Council's management. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

In our opinion, these financial statements present fairly, in all material respects, the financial position of the Council as at March 31, 2006 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

Grant Thornton LLP

Victoria, Canada
April 28, 2006

Grant Thornton LLP
Chartered Accountants

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First Peoples' Heritage, Language and Culture Council **Statement of Operations and Surplus**

Year Ended March 31

2006

2005

Revenue		
Grants	\$ 1,698,772	\$ 1,543,753
Administration fees	43,000	1,498
Interest and other	<u>28,176</u>	<u>15,920</u>
	<u>1,769,948</u>	<u>1,561,171</u>
Expenditures		
Grants	970,438	979,506
Advertising	8,572	11,160
Amortization	23,151	4,895
Bank charges	562	595
Contractor fees	248,401	152,612
Council and advisory committee expenses	50,684	47,751
Equipment rental	16,303	9,979
Insurance	1,511	1,410
Jury / Peer Review Committee	23,389	14,459
Office	23,595	12,968
Professional fees	9,099	11,985
Rent	26,480	51,604
Repairs and maintenance	2,635	2,137
Telephone	5,702	6,523
Travel	74,739	26,247
Utilities	337	2,693
Wages and benefits (Note 7)	<u>144,334</u>	<u>122,281</u>
	<u>1,629,932</u>	<u>1,458,805</u>
Excess of revenue over expenditures	\$ <u>140,016</u>	\$ <u>102,366</u>
Unrestricted surplus, beginning of year	\$ 237,321	\$ 134,955
Excess of revenue over expenditures	<u>140,016</u>	<u>102,366</u>
Unrestricted surplus, end of year	\$ <u>377,337</u>	\$ <u>237,321</u>

First Peoples' Heritage, Language and Culture Council **Statement of Financial Position**

March 31

2006

2005

Assets

Current

Cash	\$	467,874	\$	187,828
Receivables		121,907		197,329
Prepays		5,458		4,914
Due from First People's Cultural Foundation (Note 5)		46,769		-
		<u>642,008</u>		<u>390,071</u>

Capital assets (Note 3)

		<u>45,756</u>		<u>6,262</u>
	\$	<u>687,764</u>	\$	<u>396,333</u>

Liabilities

Current

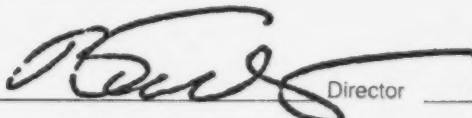
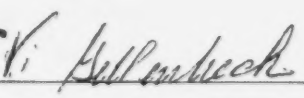
Payables and accruals	\$	161,909	\$	124,080
Due to First Peoples' Cultural Foundation (Note 5)		-		34,832
Deferred revenues		148,418		-
		<u>310,327</u>		<u>158,912</u>

Net Assets

Capital stock (Note 4)		100		100
Unrestricted surplus		377,337		237,321
		<u>377,437</u>		<u>237,421</u>
	\$	<u>687,764</u>	\$	<u>396,333</u>

Commitments (Note 8)

On behalf of the Board

 Director  Director

See accompanying notes to the financial statements.

First Peoples' Heritage, Language and Culture Council **Statement of Cash Flows**

Year Ended March 31

2006

2005

Cash flows from operating activities

Cash received from 2010 Legacies Now	\$ 103,000	\$ -
Cash received from Assembly of First Nations	-	56,460
Cash received from B.C. Arts Council	235,000	135,000
Cash received from Canada Council of the Arts	54,000	-
Cash received from Department of Canadian Heritage	348,901	209,223
Cash received from First Peoples' Cultural Foundation	43,000	78,442
Cash received from Ministry of Aboriginal Relations and Reconciliation	1,002,000	1,000,000
Cash received from the Ministry of Education	130,000	-
Interest income and other miscellaneous receipts	15,776	8,976
Cash used for grants and awards	(912,137)	(1,009,478)
Cash used for salaries and benefits	(136,406)	(130,713)
Cash used for materials and services	<u>(499,143)</u>	<u>(341,863)</u>
Net cash used for operating activities	383,991	6,047

Cash flows from financing activities

Advances (to) from First Peoples' Cultural Foundation	(41,301)	34,832
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Cash flows from investing activities

Purchase of capital assets	<u>(62,644)</u>	<u>(3,528)</u>
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Net increase in cash	280,046	37,351
Cash, beginning of year	<u>187,828</u>	<u>150,477</u>
Cash, end of year	\$ <u>467,874</u>	\$ <u>187,828</u>

See accompanying notes to the financial statements.

First Peoples' Heritage, Language and Culture Council

Notes to the Financial Statements

March 31, 2006

1. Purpose

The First Peoples' Heritage, Language and Culture Council ("the Council") is a Crown Corporation, established under the First Peoples' Heritage, Language and Culture Act and is an agent of the Crown. The Council commenced operations April 1, 1991. The mission of the Council is as follows:

- To preserve, restore and enhance First Nations' heritage, language and culture;
- To increase understanding and sharing of knowledge, within both First Nations and non-First Nations communities; and
- To heighten appreciation and acceptance of the wealth of cultural diversity among all British Columbians.

2. Summary of significant accounting policies

Revenue recognition

The Council follows the deferral method of accounting for contributions. Restricted contributions are recognized as revenue in the year in which the related expenditures are incurred. Unrestricted contributions are recognized as revenue when received or receivable if the amount to be received can be reasonably estimated and collection is reasonable assured.

Donated services and materials

Donated materials are recorded both as donations and expenses at their fair value when fair value can be reasonably estimated. Donated services are not recorded in the financial statements, as they cannot be reasonably estimated. The Council also receives a significant number of volunteer hours, which have not been recognized, due to the difficulty of estimating their value.

Amortization

Rates and bases of amortization applied to write off the cost less estimated salvage value of capital assets over their estimated lives are as follows:

Furniture and equipment	5 years, straight-line
Computers	3 years, straight-line
Computer software	3 years, straight-line

Financial instruments

The Council's financial instruments consist of cash, receivables, payables and accruals and amounts due from related parties. Unless otherwise noted, it is management's opinion that the Council is not exposed to significant interest, currency or credit risks arising from these financial instruments. The fair value of these financial instruments approximate their carrying values, unless otherwise noted.

First Peoples' Heritage, Language and Culture Council Notes to the Financial Statements

March 31, 2006

2. Summary of significant accounting policies (continued)

Use of estimates

In preparing the Council's financial statements, management is required to make estimates and assumptions that affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities at the date of the financial statements and reported amounts of revenue and expenses during the period. Actual results could differ from these estimates.

3. Capital assets		<u>2006</u>		<u>2005</u>
	<u>Cost</u>	<u>Accumulated Amortization</u>	<u>Net Book Value</u>	<u>Net Book Value</u>
Equipment	\$ 26,678	\$ 23,292	\$ 3,386	3,798
Computers	98,626	77,040	21,586	1,740
Computer software	<u>31,719</u>	<u>10,935</u>	<u>20,784</u>	<u>724</u>
	<u>\$ 157,023</u>	<u>\$ 111,267</u>	<u>\$ 45,756</u>	<u>\$ 6,262</u>

4. Capital stock

The capital of the Council is one share with a par value of \$100. The share is issued to and held by Her Majesty the Queen in right of the Province of British Columbia.

5. Related party transactions

First Peoples' Cultural Foundation

The Council and the First Peoples' Cultural Foundation (the "Foundation") are related due to the fact that they have some common members on their Boards of Directors and share certain employees. During the year, the Council had the following transactions with the Foundation:

- Received grant revenue of \$40,300 (2005: \$70,000), of which \$24,626 (2005: \$nil) was deferred at March 31.
- Paid grants of \$10,000 (2005: \$82,683).
- Paid the Foundation's expense of nil (2005: \$7,851).
- Charged monthly administration fees totalling \$43,000 (2005: \$nil)
- Rent charges of \$23,000 (2005: \$nil). These charges are netted against the rent paid by the Council.
- Wages and benefits of \$66,563 (2005: \$7,812). These charges are netted against the wages and benefits paid by the Council.

Amounts due to (from) the First Peoples' Cultural Foundation are non-interest bearing and have no specified terms of repayment.

First Peoples' Heritage, Language and Culture Council

Notes to the Financial Statements

March 31, 2006

5. Related party transactions (continued)

Other

The Council's directors are appointed by the Minister of Aboriginal Relations and Reconciliation from the Advisory Committee which has tribal council representatives from First Nations across the province of British Columbia. It is, therefore, inevitable that there will be grants made to a community within a tribal council that a Council member represents. A standard application and peer review process ensuring that there is not a conflict of interest is followed in all cases to determine which communities are awarded grants.

The First Peoples' Heritage, Language and Culture Council is related through common ownership to all Province of British Columbia ministries, agencies and Crown corporations. Transactions with these entities are made under normal operational terms and conditions.

6. Employee pension plan

The Council and its employees contribute to the Public Service Pension Plan. The Plan is a multi-employer defined benefit plan. The British Columbia Pension Corporation administers the Plan, including the payment of pension benefits on behalf of employers and employees in accordance with the Public Sector Pension Plans Act.

The risks and rewards associated with the Plan's unfunded liability or surplus are shared between the employers and the Plan's members and may be reflected in their future contributions. Based on the most recent actuarial valuation, the Public Service Pension Plan is in a surplus position. Portions of the surplus are not attributed to individual employers.

7. Wages and benefits

The current coordinators of the Council's arts and language programs are contracted for through an aboriginal organization. The costs of these peoples' services, therefore, are reflected in contractor fees.

8. Commitments

The Council has entered into lease agreements for its premises and certain office equipment. Minimum rents payable in aggregate and for each of the next two years are as follows:

2007	\$ 17,489
2008	<u>9,196</u>
	<u>\$ 26,685</u>

In addition to the above rents, the Council pays applicable common area costs and taxes.

First Peoples' Heritage, Language and Culture Council

Notes to the Financial Statements

March 31, 2006

9. First Peoples' Cultural Foundation

The purpose of the Foundation is to generate funds through charitable and other activities which will be dispensed by the Council. The Foundation is incorporated under the Society Act of British Columbia and is a registered charity under the Income Tax Act. The Council and the Foundation have some common members on their Boards of Directors.

The Foundation has not been consolidated in the Council's financial statements. Financial statements of the First Peoples' Cultural Foundation are available upon request. The financial summary of the Foundation as at March 31, 2006 and 2005 and for the years then ended is as follows:

	<u>2006</u>	<u>2005</u>
<u>Financial Position</u>		
Total assets	\$ <u>275,365</u>	\$ <u>193,235</u>
Total liabilities	\$ <u>201,540</u>	\$ <u>132,028</u>
Total net assets	<u>73,825</u>	<u>61,207</u>
	\$ <u>275,365</u>	\$ <u>193,235</u>
<u>Results of Operations</u>		
Total revenue (a)	\$ <u>746,226</u>	\$ <u>616,284</u>
Total expenses (b)	<u>733,608</u>	<u>646,767</u>
Excess (deficiency) of revenue over expenses	\$ <u>12,618</u>	\$ <u>(30,483)</u>

(a) Total revenue includes grants received from the Council of \$10,000 (2005: \$82,683)

(b) Total expenses includes grants paid to the Council of \$40,300 (2005: \$nil) and other administrative costs paid to the Council of \$132,563 (2005: \$7,812)

First Peoples' Heritage, Language and Culture Council

Schedule of Operations by Program (Unaudited)

March 31, 2006

	Arts Programs	Language Programs	Admin	TOTAL
Revenue – Grants				
Ministry of Aboriginal Relations and Reconciliation	\$ -	\$ 659,243	\$ 342,757	\$ 1,002,000
2010 Legacies Now	109,000	-	-	109,000
AFN	-	(1,981)	-	(1,981)
BC Arts Council	230,000	-	-	230,000
Department of Canadian Heritage	10,000	233,871	-	243,871
Canadian Public Arts Funders	10,000	-	-	10,000
Canadian Council for the Arts	30,208	-	-	30,208
Ministry of Education	-	60,000	-	60,000
First Peoples' Cultural Foundation	-	15,674	-	15,674
	389,208	966,807	342,757	1,698,772
Revenue – Other				
Administration fees	-	-	43,000	43,000
Interest and other	-	-	28,176	28,176
	-	-	71,176	71,176
Total revenue	389,208	966,807	413,933	1,769,948
Expenditures - Grants				
Grant / award expenditures	270,000	771,333	10,000	1,051,333
Recovered grants, net	-	(80,895)	-	(80,895)
	270,000	520,624	10,000	970,438
Expenditures - Operations				
Administration fees	21,609	-	(21,609)	-
Advertising and promotion	-	2,893	5,678	8,572
Bank charges	-	-	562	562
Contractor fees	54,655	106,847	86,898	248,401
Council and advisory committee	-	1,059	49,624	50,684
Equipment purchased	-	51,493	11,151	62,644
Equipment rental	-	1,123	15,180	16,303
Insurance	-	-	1,511	1,511
Jury/peer review committee	8,733	14,655	-	23,389
Licences and dues	-	1,262	-	1,262
Office	733	2,915	18,685	22,333
Professional fees	-	-	9,099	9,099
Rent	-	-	26,480	26,480
Repairs and maintenance	-	-	2,635	2,635
Telephone	-	733	4,968	5,702
Travel	23,654	14,287	36,798	74,739
Utilities	-	-	337	337
Wages and benefits	7,271	-	137,063	144,334
	116,655	221,893	285,060	698,987
Total expenditures	386,656	742,518	395,063	1,669,425
Excess of revenue over expenditures	\$ 2,552	224,289	18,870	100,523
Add back: Equipment purchases capitalized				62,644
Less: Amortization taken on capital assets for the year				(23,151)
Excess of revenue over expenditures				\$ 140,016